**Section § 382.301: Pre-employment testing.**

## Guidance Q&A

**Question 5: What must an employer do to avail itself of the exceptions to pre-employment testing listed under §382.301(c)?**

**Guidance:**An employer must meet all requirements in §382.301(c)(1) and (2), including maintaining all required documents. An employer must produce the required documents at the time of the Compliance Review for the exception to apply.